



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

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MEMORANDUM FOR PRESIDENT, FY-12 INACTIVE LDO/CWO IN-SERVICE
PROCUREMENT SELECTION BOARD

Subj: FY-12 INACTIVE LIMITED DUTY OFFICER (LDO) AND CHIEF
WARRANT OFFICER (CWO) SELECTION BOARD QUOTAS

Encl: (1) FY-12 Inactive Duty LDO Selection Quota Plan
(2) FY-12 Inactive Duty CWO Selection Quota Plan
(3) FY-12 Inactive Duty LDO/CWO Primary Discrete
Requirements

1. This memorandum provides policy guidance and quota authorizations for the FY-12 Inactive LDO and CWO In-service Procurement Selection Board that convenes on 10 January 2011. Selectees will be commissioned 1 October 2011 through 1 September 2012.
2. The board is authorized to select numbers specified in enclosure (1) for appointment to LDO in the grades of Lieutenant Junior Grade and Ensign, and to select numbers specified in enclosure (2) for appointment to CWO2. The board will rank primary and alternate selects on separate LDO and CWO lists in descending order. Alternate selects are required to satisfy officer requirements should a primary select later decline to accept or is found not eligible for appointment, and to satisfy emergent billet growth requirements in specific designators. Enclosure (3) contains discrete selection requirements to be considered for specific designators.
3. Eligible candidates may apply for both LDO and CWO. If selected as a primary or alternate, the candidate's name may appear on either the LDO or CWO primary/alternate list, but not both.
4. Selection to the full quota of either primary or alternate numbers, within specific designators, may not be possible if the board finds there are not enough fully qualified applicants. In that event, after the board has submitted its report and should the needs of the Navy so dictate, the Chief of Naval Personnel may move candidates recommended by the board as alternates to the primary list within the same designator. Transferring of primary or alternate quotas by the board from one designator to another is not authorized.

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5. Release of quota numbers to other than selection board members is not authorized until after the board has been convened. In addition, disclosing the name of alternate selects not moved to primary status is not authorized at any time.



A. M. KURTA

Rear Admiral, U.S. Navy
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FY-12 INACTIVE DUTY LDO SELECTION QUOTA PLAN

LDO CATEGORY AND DESIGNATOR		LTJG PRIMARY	ENS PRIMARY	ENS ALTERNATES
DECK	611X	0	1	1
OPERATIONS	612X	0	1	1
ENGINEERING	613X	0	1	1
SPECIAL WARFARE	615X	0	1	1
ORDNANCE	616X	0	0	0
ELECTRONICS	618X	0	0	0
SUB-DECK	621X	0	0	0
SUB-ENGINEER	623X	0	0	0
SUB-ORDNANCE	626X	0	0	0
SUB-ELECTRONICS	628X	0	0	0
SUB-COMMUNICATIONS	629X	0	0	0
AVIATION-DECK	631X	0	0	0
AVIATION-OPERATIONS	632X	0	0	0
AVIATION-MAINTENANCE	633X	0	2	2
AVIATION-ORDNANCE	636X	0	1	1
AVIATION-ELEX TECH	636X	0	0	0
AIR TRAFFIC CONTROL	639X	0	0	0
NUCLEAR POWER	640X	0	0	0
ADMINISTRATION	641X	0	1	1
INFO SYSTEMS	642X	0	1	1
INFO WARFARE	644X	0	1	1
INTELLIGENCE	645X	0	1	1
OCEANOGRAPHY	646X	0	1	1
PHOTOGRAPHY	647X	0	0	0
EXPLOSIVE ORD DISP	648X	0	1	1
PHYSICAL SECURITY	649X	0	1	1
SUPPLY	651X	0	1	1
CIVIL ENGINEER	653X	0	1	1
TOTAL		0	16	16

Enclosure (1)

FY-12 INACTIVE DUTY CWO SELECTION QUOTA PLAN

CWO CATEGORY AND DESIGNATOR		CWO PRIMARY	CWO ALTERNATES
DECK	711X	2	2
OPERATIONS	712X	0	0
ENGINEERING	713X	0	0
REP TECH	714X	0	0
SPECIAL WARFARE	715X	1	2
ORDNANCE	716X	2	2
COMBAT CRAFT	717X	0	0
ELECTRONICS	718X	1	2
DIVER	720X	0	0
SUB-DECK	721X	0	0
SUB-ENGINEER	723X	0	0
SUB-REP TECH	724X	0	0
SUB-ORDNANCE	726X	0	0
SUB-ELECTRONICS	728X	0	0
AVIATION-DECK	731X	0	0
AVIATION-OPERATIONS	732X	0	0
AVIATION-MAINTENANCE	734X	1	1
AVIATION-ORDNANCE	736X	1	1
AVIATION-ELEX TECH	738X	3	2
NUCLEAR POWER	740X	0	0
ADMINISTRATION	741X	1	1
INFO SYSTEMS	742X	1	1
INFO WARFARE	744X	1	1
INTELLIGENCE	745X	4	2
EXPLOSIVE ORD DISP	748X	0	0
PHYSICAL SECURITY	749X	1	1
SUPPLY	751X	1	1
FOOD SERVICES	752X	0	0
CIVIL ENGINEER	753X	4	2
PHYS ASST	774X	0	0
TOTAL		24	21

Enclosure (2)

**FY-12 SELRES LDO/CWO PRIMARY
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Note
All designators

If the applicant's quality supports the total number requested, select to the requested numbers. However, if the quality level does not support the total number of requested selects, it is important that only those who are the best and fully qualified are selected. In all cases related civilian experience must be considered. An LDO/CWO should have strong, specific deckplate-level technical knowledge in their specialty. A successful candidate must have demonstrated leadership or leadership potential.

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**Surface Deck
(6115)**

Applicants must have demonstrated they have acquired the appropriate deck seamanship experience and knowledge through qualifications and assignments to be successful in this designator. Applicants should have experience and technical expertise in one or more of the following areas: shipboard assignments with particular emphasis in the deck departments; or MESF (previously NCW) assignments (especially boat detachments); or ACU assignments working with LCM's, LCU's, UB's or LCAC's; or Beachmaster assignments; or Riverine Warfare experience; or Merchant Marine background holding a license; or the equivalent civilian skills. Special consideration should be given to applicants with a Merchant Marine Master's License. Applicants with ESWS/SWO or EXW (Expeditionary Warfare) qualifications should be favored over those without one.

**Boatswain
(711X)**

Applicants must have demonstrated they have acquired the appropriate deck and ships maintenance experience and knowledge through qualifications and assignments to be successful in this designator. Typical applicants come from the Boatswain's Mate ratings. Applicants should have experience and technical expertise in one or more of the following areas: shipboard

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assignments with particular emphasis in the deck departments; or MESF (previously NCW) assignments (especially boat detachments); or ACU assignments working with LCM's, LCU's, UB's or LCAC's; or Beachmaster assignments; or Riverine Warfare experience; or Merchant Marine background holding a license; or equivalent civilian skills. Special consideration should be given to applicants with a Merchant Marine Master's License. Applicants with ESWS/SWO or EXW (Expeditionary Warfare) qualifications should be favored over those without one.

**Surface
Operations
(6125/712X)**

Applicants are typically from the Operations Specialist (OS), Sonar Technician (STG), or Quartermaster (QM) ratings. Other ratings should be equally considered based on experience. All applicants must have demonstrated they have acquired the appropriate experience and knowledge through qualifications and assignments within a command's operations department to be successful in this designator. Applicants should have experience and technical expertise gained through one or more of the following areas: shipboard assignments with particular emphasis in the operations department; MESF (previously NCW) assignments; Merchant Marine background holding a license; or equivalent civilian skills. Special consideration should be given to those applicants who have: Combat Information Center Watch Officer qualification, or applicants who have served in deployable units, such as MIUW, BMU, NECC, IBU, MESSG, etc, or applicants who have obtained the 9450 NOBC-Inshore Undersea Warfare Officer, or applicants who have served on an amphibious unit and coordinated activities with USMC

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	counterparts, or applicants who have a Merchant Marine Master's License. Applicants with ESWS/SWO or EXW (Expeditionary Warfare) qualifications should be favored over those without one.
Engineering Repair, Surface (6135/7135)	Applicants are typically from the Machinists Mate (MM), Engineman (EN) or other shipboard engineering and damage control ratings. All applicants must have demonstrated they have acquired the appropriate experience and knowledge through qualifications, assignments within surface related shipboard engineering or engineering support, or civilian experience and qualifications in shipboard engineering system design, production or repair to be successful in this designator. Successful candidates may have been assigned to NAVSEA Surge main units.
Special Warfare (6155/715X)	Applicants must have successfully completed BUD/S and the SQT courses and earned the "Trident." Applicants must have deployed to a forward deployed Naval Special Warfare Unit, or with an Amphibious Ready Group. Applicants must have served as a Task Unit LCPO or LPO, with one of the following: SEAL Platoon, Naval Special Warfare Development Group Team Element, Naval Special Warfare Group Training Cell, or equivalent. Applicants should have one of the following NEC's: 5323, 5326, or 5392. Applicants are typically designated as an NSW Range Safety Officer.
Surface Ordnance (6165/716X)	Applicants must have demonstrated they have acquired the appropriate ordnance experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must have experience in ammunition administration/transportation, and conducting training for crew-served weapons teams. A

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demonstrated working knowledge of AEGIS or Fire Control systems should be a positive factor towards selection.

**SWCC
(717X)**

Applicants must be a qualified SWCC operator. Applicants must have the 5352 NEC. Applicants must have deployed to a forward deployed Naval Special Warfare Unit, or with an Amphibious Ready Group. Applicants must have successfully served and deployed as Leading Chief Petty Officer of an SBT Detachment or Naval Special Warfare Task Unit Team Element. Applicants with NSW Craft Chief Engineer (CHENG), or Range Officer-in-Charge, or Patrol Officer qualifications, or have successfully completed Survival Evasion Resistance and Escape (SERE) School should be given special consideration.

**Surface
Electronics
(6185/718X)**

Applicants must have demonstrated they have acquired the appropriate surface electronics experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must have a demonstrated working knowledge on maintenance of a variety of shipboard electronic systems.

**Diving Officer
(720X)**

Applicants must have demonstrated they have acquired the appropriate advanced diving experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must be a 1st Class Diver and hold the 5342 NEC. Applicants should be designated in writing as a Diving Supervisor. Applicants selected will be expected to supervise diving operations offshore and inshore. Special consideration should be given to those applicants possessing the Master Diver certificate. Master Divers are considered the technical experts in the diving community. Those who do not have current diving qualifications should not be considered.

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Submarine Deck (6215)	Applicants must have demonstrated they have acquired the appropriate submarine deck seamanship experience and knowledge through qualifications and assignments to be successful in this designator. Applicants should be qualified in submarines.
Submarine Boatswain (721X)	Applicants must have demonstrated they have acquired the appropriate submarine deck experience and knowledge through qualifications and assignments to be successful in this designator. Typically, applicants will come from the Boatswain Mate rating. Applicants should be qualified in submarines.
Engineering Repair, Submarines (6235/723X)	Applicants are typically from submarine-related engineering ratings and have been involved in submarine systems maintenance and repair. All applicants must have demonstrated they have acquired the appropriate experience and knowledge through qualifications and assignments within submarine engineering, or submarine engineering support, or civilian skill experience and qualifications in engineering systems design, production and repair to be successful in this designator. Applicants should be qualified in submarines. Successful candidates may have been assigned to NAVSEA Surge main units.
Submarine Ordnance (6265/726X)	Applicants must have demonstrated they have acquired the appropriate submarine ordnance experience and knowledge through qualifications and assignments to be successful in this designator. Applicants will be expected to supervise nuclear weapons technical operations. Special consideration should be given to those applicants that are Missile Technician's (MT'S). Applicants should be qualified in submarines.

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**Submarine
Electronics
(6285/728X)**

Applicants must have demonstrated they have acquired the appropriate submarine electronics experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must have a demonstrated working knowledge on maintenance of a variety of submarine-related electronic systems, including RADAR and communication radios. Applicants should be qualified in submarines.

**Submarine
Communications
(6295)**

Applicants must have demonstrated they have acquired the appropriate submarine communications experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must have a demonstrated working knowledge on operations and maintenance of a variety of submarine-related communications systems. Applicants should be qualified in submarines.

**Aviation Deck
(6315)**

Applicants must have demonstrated they have acquired the appropriate aviation deck experience and knowledge through qualifications and assignments to be successful in this designator.

**Aviation
Boatswain
(731X)**

Applicants must have demonstrated they have acquired the appropriate aviation squadron experience and knowledge through qualifications and assignments to be successful in this designator.

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Aviation Operations (6325/732X)	Applicants are typically from Aviation Warfare Specialist (AW), Air Traffic Controller (AC) or Operations Specialist (OS) ratings. Other aviation or operational ratings may provide requisite skills and experience to qualify for this designator. All applicants must have demonstrated they have acquired the appropriate operational experience and knowledge through qualifications and assignments within an aviation tactical support center, or mobile operations control center, or aviation squadron, or aviation wing or group, or aviation training unit to be successful in this designator.
Aviation Maintenance (6335/734X)	Applicants must have demonstrated they have acquired the appropriate aircraft maintenance experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must have a demonstrated working knowledge on maintenance of a variety of aviation systems. Applicants with demonstrated knowledge of the Naval Aviation Maintenance Program (NAMP) through training and qualifications shall be given special consideration.
Aviation Ordnance (6365/736X)	Applicants must have demonstrated they have acquired the appropriate ordnance experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must have a demonstrated working knowledge on the operations of a variety of aviation ordnance systems.

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Aviation Electronics (738X)	Applicants must have demonstrated they have acquired the appropriate aviation electronics experience and knowledge through qualifications and assignments to be successful in this designator. Applicants who possess recent technical and supervisory experience in an Aircraft Intermediate Maintenance Department/Fleet Readiness Center (AIMD/FRC) (Afloat or Ashore) shall be given special consideration.
Air Traffic Control (6395)	All applicants must have demonstrated they have acquired the appropriate experience and knowledge through qualifications and assignments within an air traffic control tower to be successful in this designator. Applicants must be a qualified air traffic controller.
Administration (6415/741X)	Applicants typically come from the PS or YN ratings, but other ratings or civilian experience may apply. Applicants must have demonstrated they have acquired the appropriate Navy administration and personnel experience and knowledge through qualifications and assignments to be successful in this designator. Applicants should have performed duties in the field of administration, personnel, manpower planning, organization planning, postal functions and printing; and must have a broad knowledge of administrative and personnel procedures, Navy Department/staff/fleet organizations, regulations, and directives in an array of related assignments. Applicants should have served as the LPO/LCPO of an administrative department. Special consideration should be given to those applicants who have served in deployable units, such as Cargo Handling, MIUW, BMU, NECC, IBU, MESSG, CBs, etc.

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Information Systems (6425/742X)	Applicants are typically from the Information Systems Technician (IT), Electronics Technician (ET), Fire Controlman (FC) Cryptologic Technician-Networks (CTN) ratings. Applicants must have demonstrated they have acquired the appropriate network systems and naval communications operations experience and knowledge through qualifications and assignments to be successful in this designator. Applicants that have experience in naval surface or maritime expeditionary communications, computer networking, information assurance and communications security should be given consideration. Experience in joint communications, electronic key management system (EKMS), information security and network operations are desirable. Applicants with advanced networking certifications and/or college/technical school degrees shall be given special consideration.
Bandmaster (6435)	Applicants must have demonstrated they have acquired the appropriate bandleader experience and knowledge through qualifications and assignments to be successful in this designator. Special consideration should be given to those applicants who possess NEC 3851.
Information Warfare (6445/744X)	Applicants must have demonstrated they have acquired the appropriate information warfare experience and knowledge through qualifications and assignments to be successful in this designator. Applicants should demonstrate knowledge and experience in both information protection and information attack methods. Special consideration should be given to those applicants with PCS Afloat, DIRSUP, Airborne, Computer Network Exploit/Defend (CNE/CND), and Information Warfare experience.

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Intelligence (6455)	Applicants for LDO should continue to be considered from all four intelligence (39XX) NECs: 3910 (Imagery), 3912 (Expeditionary), 3923 (Strike) and 3924 (OPINTEL) or no NEC; but who have documented sustained superior performance in the intelligence community. Intelligence LDOs will continue to complement the 1630 designator across the community. First consideration will be given to applicants with sustained superior performance afloat. Second, consideration will be given to applicants who have had been on both sea and shore duty flag staffs, on operational intelligence watch floors at major intelligence joint commands.
Intelligence (745X)	To build a more balanced CWO inventory applicants holding NECs 3910 (Imagery), 3912 (Expeditionary), 3923 (Strike), and 3924 (OPINTEL), shall be viewed more favorably than applicants with HUMINT related background/training. Applicants must have documented sustained superior performance in the intelligence community, and demonstrated maturity, management and leadership in support of Naval and Joint operations.
Meteorology/ Oceanography (6465)	All applicants must have demonstrated they have acquired the appropriate experience and knowledge through qualifications and assignments within an to be successful in this designator.
Photography (6475)	Career progression and billet structure for Photography LDO requires a specialized need for visual information documentation, production and dissemination. In July 2006 Photographers Mates (PH), Draftsmen (DM), Journalists (JO), and Lithographers (LI) merged into one rate, Mass Communication Specialists (MC). Applicants who have experience in a combination of these skill sets should be given special consideration.

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Explosive Ordnance Disposal (6485/748X)	All applicants must have demonstrated they have acquired the appropriate experience and knowledge through qualifications and assignments to be successful in this designator.
Security (6495/749X)	Applicants must possess a strong knowledge base of, and significant experience in Antiterrorism/Force Protection measures. In addition, expertise and knowledge in physical security, law enforcement, detention operations, civilian police liaison and civil affairs are significant selection factors. Applicants must have the ability to plan, organize, and implement required security measures in defense of a vessel, or installation, or protection of High-Risk Personnel under varied threat levels and under arduous conditions. Applicants must have demonstrated exceptional ability to lead and direct forces in complex security environments, either military or civilian. Applicants should have a diverse experience, which may include previous assignments with a Naval Security Forces (NSF), or Provisional Reconstruction Teams (PRT). Applicants with significant NSF leadership experience are highly desired. Although a typical applicant may be from the Master at Arms rating, applicants in other ratings with the appropriate knowledge and experience should be given equal consideration. Civilian experience as a peace/police officer, correction officer, or DOE special (nuclear weapons) security officer should be given special consideration.
Supply (6515/751X)	Applicants must have demonstrated they have acquired the appropriate Navy supply and logistics experience and knowledge through qualifications and assignments to be successful in this designator. Typical candidates come from the LS, SK, PC, CS, and SH ratings. Demonstrated leadership responsibilities should include accounting of funds and supplies, distribution,

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and budgeting along with the oversight of units that perform these functions. Joint experience with expeditionary supply and transportation support are equally important factors of this community as are contract execution and management. LDO's should have food service experience. Special consideration should be given to those applicants who have served in deployable units, such as Cargo Handling, MIUW, BMU, NECC, IBU, MESG, CBs, etc.

**Civil Engineer
(6535/753X)**

Applicants must have demonstrated they have acquired the appropriate civil engineering/shore facility management experience and knowledge through qualifications and assignments to be successful in this designator. Applicants must demonstrate knowledge and experience in the construction trades. The successful applicant must have experience in one of the three specialties; contract management, public works, or construction battalion. Applicants should have a wide range of NMCB experience, with leadership positions. Applicants with the Seabee Combat Warfare qualification should be given special consideration. Due to a critical shortage of CWOs with underwater construction experience, special consideration should be given to any applicant possessing the Advance Underwater Construction (Diver) NEC 5931 or Master Diver (NEC 5933 or 5941).